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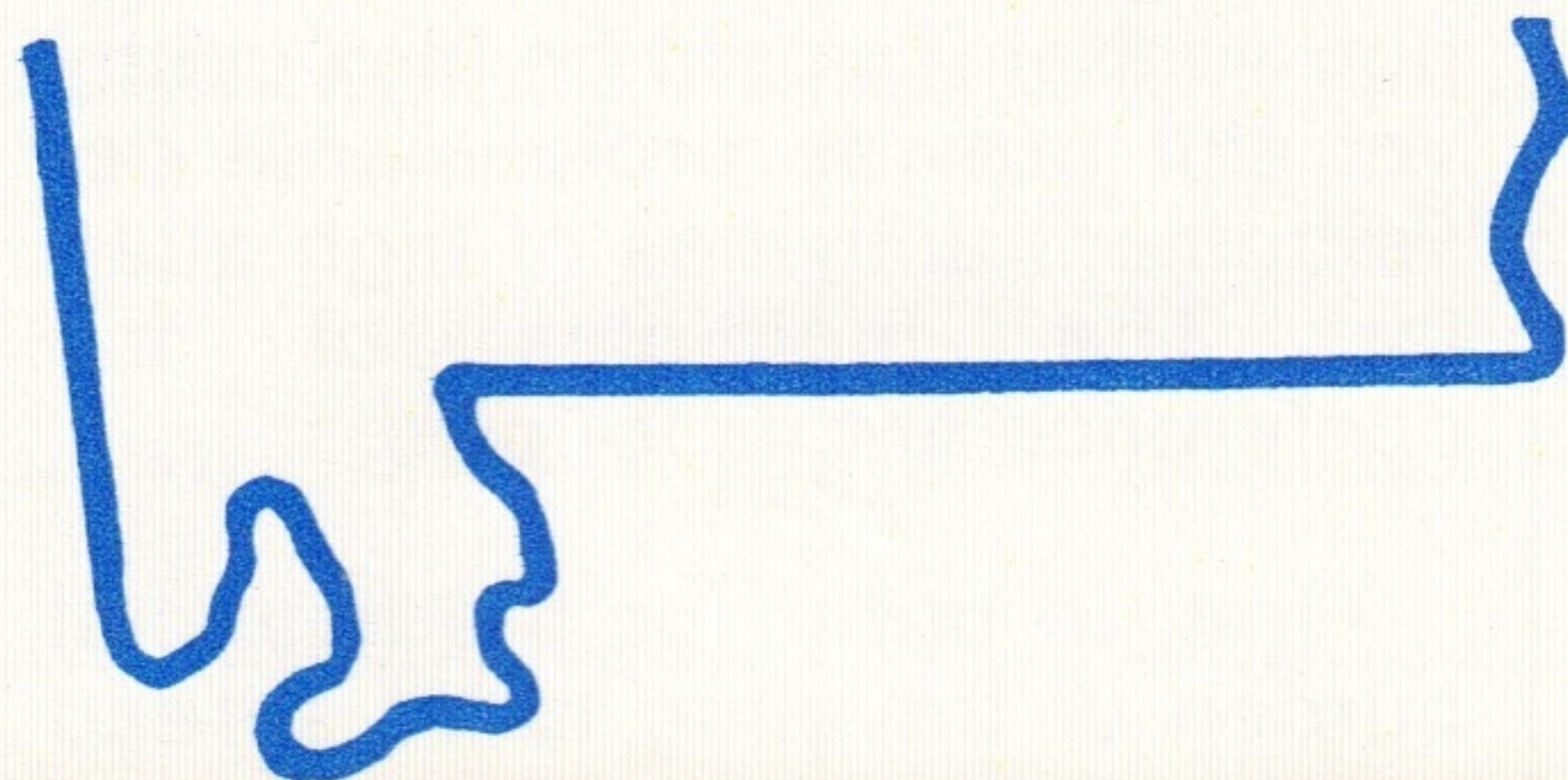
*college*

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VOLUME XVIII NO. 2

FALL 1991

**aca**



SITE OF NOVEMBER CONVENTION

## **In This Issue:**

- Convention Moved to Birmingham
- Registration Forms and Hotel Information
- Professional Development News



## FROM THE PRESIDENT . . .

Perhaps the Executive Committee's choice of this year's convention theme, "Diversity and Flexibility: Keys to Professional Excellence" has proven to be more prophetic than we could have realized at the time we chose it. Certainly the hallmark of community colleges throughout the country has been flexibility. Most of us who began our careers in the '60's in community colleges across the country remember temporary quarters and sometimes around the clock classes and most of the time never enough money. We were flexible--had to be--in meeting the needs of students who weren't "typical," and we worked to demonstrate a commitment to students with diverse backgrounds, economic situations, and racial heritage. And it seems that we have maintained commitment to flexibility and diversity when other sectors of higher education have chosen not to.

Once again, we're called upon to be flexible. Faced with uncertainty concerning funding levels and availability of travel monies in November and the reality of



proration, the Executive Committee struggled with the possibility of simply calling off the ACA convention in November. This was an option so distasteful that the Committee decided instead to adapt and streamline the convention so that it would be less costly yet still provide professional development activities of high quality. The highlights of the conference are as follows.

First, in order for the financial burden of traveling to be spread as equally as possible among institutions, the convention has been moved from Huntsville to Birmingham, thus reducing cost and travel time for the folks in the southern part of the state. The Wynfrey had space for the conference dates and had space within the hotel for the general session, thus eliminating another cost for the Association. It should be noted that in the future the Association still plans to hold a convention in Huntsville. The people there have been gracious and cooperative and will welcome us when better times make it possible for us to go there.

Second, the conference has been streamlined. The opening general session will begin at 1 p.m. on Monday afternoon rather than on Monday morning. This will allow those who wish to save one day's per diem cost to travel on Monday morning without missing any sessions. Further, the most costly aspect of the convention, the Monday night reception, has been eliminated from this year's convention. Instead, the Alumni Banquet will be held that night. After all, Birmingham provides plenty of possibilities for on-your-own entertainment and enjoyment at night. And who can't use a few hours off to shop in the Galleria that close to Christmas?

Third, Monday afternoon will be devoted to Dr. Willard Daggett—a rare professional development opportunity for all of us to share. Ask anyone who heard Dr.

Daggett last year at the pre-conference activities and you will find that he is enthusiastically and wholeheartedly recommended, and those who did hear him welcome the chance to hear him again this year.

Fourth, Tuesday morning will be devoted to interest group meetings—a chance for you to meet with your counterparts for professional development activities planned by your peers.

And finally, the closing session on Tuesday will feature the Chancellor's Awards and some great door prizes. Each institution is being asked to supply at least one really good door prize in addition to a sweatshirt, jacket, or t-shirt with the institution's name/logo on it. The election of the Second Vice-President this year will be conducted by ballots on each campus and the elected person will be announced at the closing session. No more long waits for ballots to be distributed, collected, and counted.

I think that you will enjoy this convention. Make plans now to attend.

A final note—one of the truly rewarding aspects of serving as president of ACA is the opportunity to meet and work with people in our colleges across the state. I am impressed with the willingness to help, the optimism, the enthusiasm, the competence with which these people—you—go about accomplishing the tasks that need to be accomplished. The ongoing strength of our System lies in the resourcefulness and commitment of faculty, staff, and administrators at each college. In tough economic times, that realization provides us with hope, for unless we allow it, no one can prorate our spirit or our willingness and our determination to achieve significant things. Come to Birmingham in November and help celebrate that spirit.



# THE 1991 CONVENTION

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**“DIVERSITY AND FLEXIBILITY: KEYS TO PROFESSIONAL EXCELLENCE”**

## TENTATIVE AGENDA 1991 CONFERENCE

### MONDAY, NOVEMBER 25th

Registration.....	10:00 a.m.-5:00 p.m.
General Session .....	1:00 p.m.-4:30 p.m.
and joint Commission Meetings	Dr. William Daggett
Commission Meetings .....	4:45 p.m.-5:30 p.m.
Alumni Banquet .....	7:00 p.m.-8:30 p.m.

### TUESDAY, NOVEMBER 26th

Registration.....	8:00 a.m.-9:00 a.m.
Interest Groups .....	8:30 a.m.-11:00 a.m.
Chancellor's Awards .....	11:30 a.m.-1:00 p.m.
Business Meeting	
Door Prizes	

## HIGHLIGHTS OF CONVENTION

- FIRST GENERAL SESSION BEGINS AT 1:00 P.M. ON MONDAY
- OUTSTANDING ALUMNI BANQUET SCHEDULED FOR MONDAY EVENING
- CHANCELLOR'S AWARDS TO BE ANNOUNCED AT CLOSING SESSION
- DR. WILLARD DAGGETT WILL SPEAK MONDAY AFTERNOON
- ELECTION RESULTS TO BE ANNOUNCED AT CLOSING SESSIONS
- MANY DOOR PRIZES TO BE GIVEN AT CLOSING SESSION
- INTEREST GROUP MEETINGS ON TUESDAY MORNING

## ALABAMA COALITION OF WOMEN AND GIRLS IN EDUCATION

The Alabama Coalition of Women and Girls in Education Fall luncheon in conjunction with the ACA Convention Tuesday, November 26, 1 p.m. in Winston's at the Wynfrey. 1991-1992 dues \$10, cost of luncheon \$11.21.

SEND CHECK FOR RESERVATIONS BY November 15 to: Sara Lou Connell, President, Alabama Coalition of Women and Girls in Education, c/o Central Alabama Community College, P.O. Box 389, Childersburg, AL. 35044.



## ABOUT THIS ISSUE OF THE ACA JOURNAL...

This issue of the Journal is a bit different from past issues in that the emphasis is on professional development activities on various campuses. We attempted to include news of such activities from all colleges which sent in information. For that reason, you won't see news from all colleges in this issue.

We hope that each year one issue of the Journal can be devoted to professional development news and articles by personnel in our System. In this way, the Journal can become more than just a Journal about events at Colleges—which is important—but it can also become a professional journal which provides an outlet for articles describing ideas and techniques that have worked and that other colleges might want to emulate. These might be teaching techniques and/or innovations, administrative techniques that work, new program ideas, leadership concepts, management concepts, etc.

This first professional development issue is shorter than usual. One reason is efforts to save money and the need to publicize the change in conference format and site for November, and the other reason is that there were not items of professional development news from each college. As with all new ventures, however, we are confident that in the future we will have an abundance of professional development news and articles to share. It is our hope that, eventually, publication of articles submitted by people both in the System and outside the System will be on the basis of selection by committee. So bear with us as we seek to add a dimension to the life of the Journal.

### An Apology. . . .

In the last issue, we reported that the recidivism rate for completers of programs at Ingram State was 10.2%, while the national rate was 11.4%. The statement should have read that the national rate was 41.4%. Our apologies to Ingram State for the typographical error.

## HIGHLIGHTS OF ACA ACTIVITIES

### PLANS FOR HIRING EXECUTIVE DIRECTOR PLACED ON TEMPORARY HOLD

The Ad Hoc Committee for the Executive Director for ACA submitted to the Executive Committee at its July meeting the following recommendation: "In view of proration of education funds, staffing cuts, and the economic recession we are currently experiencing in the State of Alabama, the Ad Hoc Committee recommends that the search for an executive director of ACA be delayed and the environment be reassessed during the ACA annual meeting in November." The Executive Committee accepted the recommendation with the understanding that this did not constitute a reconsideration of the decision to hire a director but merely a delay in the search itself until the economic environment became more favorable.

Members of the Ad Hoc Committee are: Larry McCoy, Chair; Ann Chard; Richard Federinko; Tom McLeod; Lynn Cundiff; Shirley Woodie; Gary Branch; Harold Wade; Ben Clements; Betsy Johnson; Jean Roberts; Wynora Wishum; Bob Taunton; Yvonne Foster; Lorine Lowe; Jeanne Jacobs; Janice Roberts; Bettye Fine Collins.

### NOMINATING COMMITTEE NAMED

The nominating committee charged with submitting a nomination for the position of Second Vice-President of 1991-1992 is Sandra Flowers, Chair; Janice Roberts; and Jack Sasser.

### COORDINATOR FOR EXHIBITS AT 1991 CONFERENCE

Susan Parker has graciously agreed to coordinate exhibits for the 1991 conference. Susan has done a terrific job of coordinating exhibits in the past and ACA is grateful to her for the work that she does for the Association.

### DOOR PRIZE COORDINATORS

Door prize coordinators have been named for the convention. These persons will be responsible for working with individuals on campuses in their assigned areas to secure door prizes and ensure that they are available for the closing session on Tuesday. They are Louise Moon, Grace Kelley, Wayne Bennett, and Mike Haghighi.

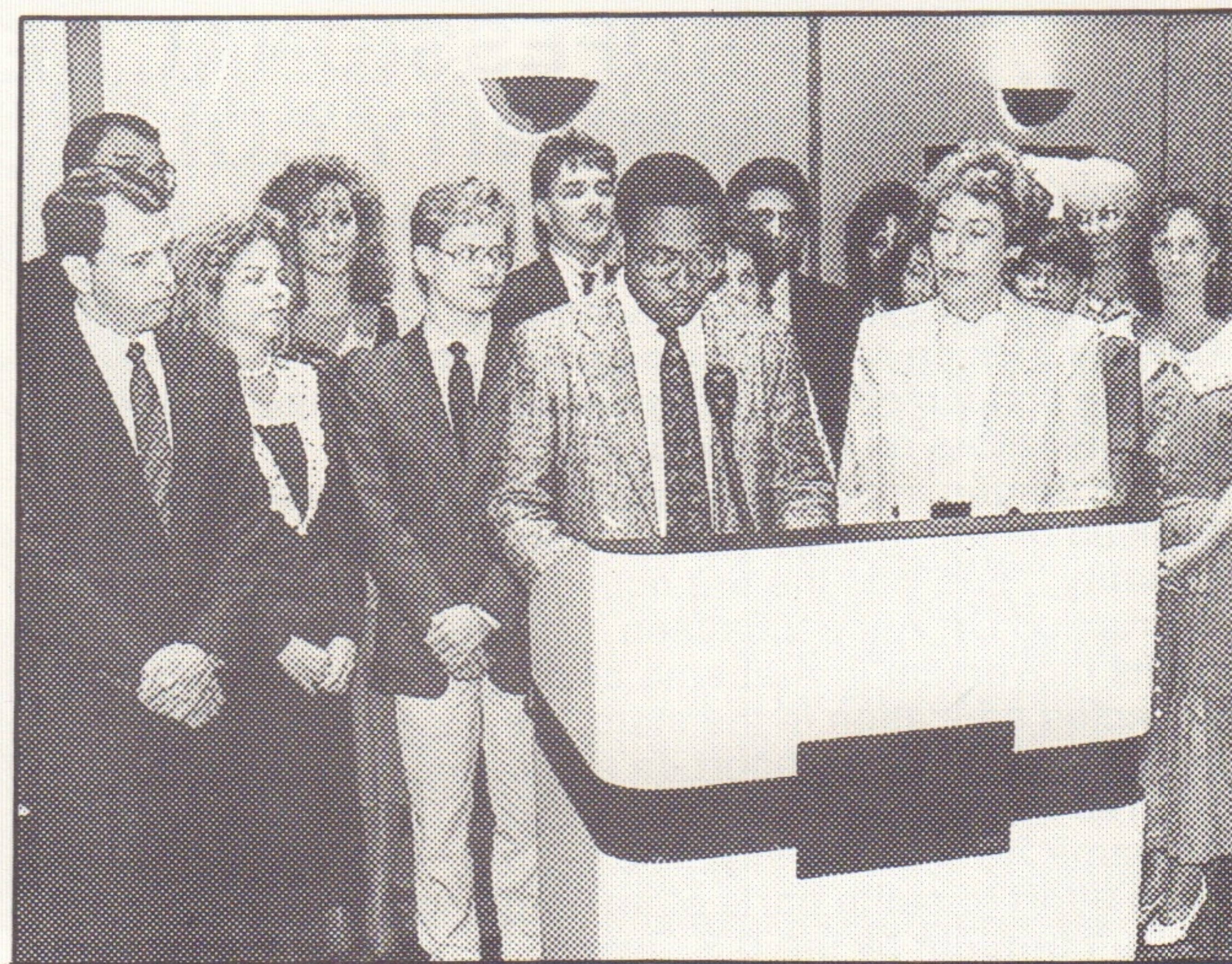


# DEPARTMENT OF POSTSECONDARY EDUCATION

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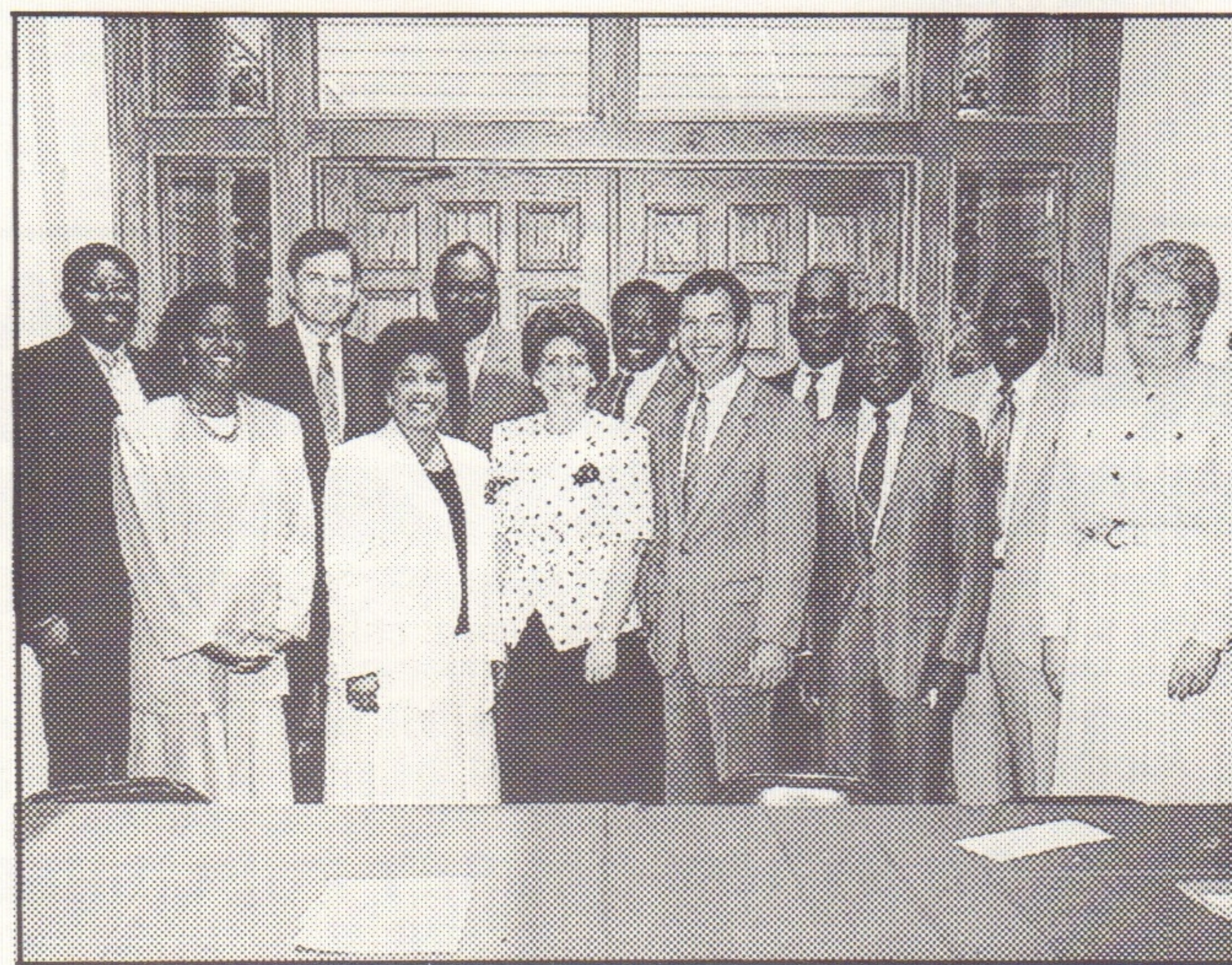
Carroll Missildine, secretary to the State Board of Education, was recognized with a special resolution at the July Board meeting. Ms. Missildine, who recently announced her retirement from full-time employment, was commended for 26 years of outstanding service in state government. Shown presenting the resolution to her are (left-right), State Board of Education members: Dan Cleckler, District III; Willie Paul, District V; Bettye Fine Collins, District VI; Steadman Shealy Jr., District II; Vice President John M. Tyson Jr., District I; Ethel Hall, District IV; Victor Poole, District VIII; and Chancellor Fred Gainous.



The State Board of Education adopted a resolution in April recognizing the 1991 Alabama Phi Theta Kappa (PTK) Hallmark Award Winners; Drs. Jo Marshall (right), Richard Federinko (left), and Gary Branch (second row, left) were also recognized for their service to students through the PTK organization. At PTK's International Convention held recently in Chicago, five Alabama chapters were tapped for 17 top awards in 13 categories — an unprecedented achievement in the organization's 70-year history. The resolution was presented by Chancellor Fred Gainous (center).



Steadman Shealy Jr., State Board of Education member, District II, presented a resolution at the April meeting to John R. Carmichael (left) designating the Valley Campus Building at Southern Union State Junior College as the "John R. Carmichael Building" in recognition of Carmichael's outstanding service to the State of Alabama and his dedication to the college. Carmichael, an alumnus of Southern Union, served as the college's dean of instruction for 23 years until his retirement in 1988. During his tenure, the college expanded from one to three campuses, eight new buildings were constructed and enrollment increased by 700 percent. Dr. Richard Federinko, president of Southern Union (far left), family and friends were present for the occasion.



The Alabama Department of Postsecondary Education, the Governor's Office, Alabama A & M University and selected corporations in Huntsville, Birmingham and Montgomery have formed an innovative partnership that will assist 42 minority students in securing associate degrees in science, mathematics and engineering. The Minority Science Improvement Program was established to improve enrollment in these two-year college programs. Chancellor Fred Gainous (back row, center) attended a press conference held recently at Alabama A & M University to announce the new program. Also in attendance were representatives of business and industry, Alabama A & M University and The Alabama College System.





# CALHOUN COMMUNITY COLLEGE

## PROFESSIONAL DEVELOPMENT AT CALHOUN COMMUNITY COLLEGE PROVIDES EDUCATIONAL, INSPIRATIONAL LOOK AT ALABAMA'S HERITAGE

Spring professional development at Calhoun Community College took on renewed emphasis recently when the college conducted a two-day session for faculty, staff and administrators on March 4-5, 1991.

This unique, innovative approach to staff development focused on the theme, "The Alabama Heritage: Growth of Equality," and was the brainchild of Calhoun's dean of instruction Dr. Alice Villadsen. Centering around the civil rights movement in Alabama and how that movement has impacted education in the state, the program also provided a review and status report on a consent decree recently entered into by Calhoun, Athens State College, and Alabama A&M University. The decree, which was prepared in an effort to settle parts of an on-going desegregation lawsuit brought by the U.S. Justice Department against the higher education system in Alabama, establishes several joint cooperative programs and endeavors among Calhoun, Athens State, and Alabama A&M.

Calhoun faculty and staff were enlightened and educated by a host of presenters from across the state. The morning session on March 4 provided an historical perspective of the civil rights movement through speakers which included Dr. Culpepper Clark of the University of Alabama, speaking on the topic, "Alabama: Battle Ground for Freedom," Dr. Richard Bailey, Maxwell Air Force Base, "Reconstruction and its Impact on Education," Dr. James Johnson, Alabama A&M University, "The Civil Rights Movement and its Relationship to Black Power," and Dr. William Barnard, the University of Alabama, "Through a Glass Darkly; Alabama Past and Present."

The afternoon session of the first day focused on the civil rights movement and its effect on the two-year college in Alabama. Speakers were Ed George and Charles Carr of the Alabama College System and Jeff Foshee, an attorney.

The consent decree among Calhoun, Athens State College and Alabama A&M University was discussed by representatives from each school at the March 5 morning session. Presenters were Dr. Jerry Bartlett, interim president of Athens State and author of the consent decree; Dr. Carl Witty, Athens State; Dr. Jay Chunn, Alabama A&M University, and Dr. Villadsen, Calhoun.

The highlight of the program was an inspirational, uplifting celebration of musical and literary works, which included an eloquent literary tribute to such African American writers as Maya Angelou, as well as a stirring, dramatic portrayal of slain civil rights leader Dr. Martin Luther King. Musical performances included spiritual selections by the Alabama A&M University Department Choir; rhythm and blues selections by the Calhoun College Jazz Band, accompanied by director Jimmy Cantrell and professional jazz musician Harvey Thompson; and gospel music by the Dynamic Praise gospel choir of Oakwood College.

Faculty and staff from Athens College and Alabama A&M University also participated in the professional development activities.



Calhoun Faculty and staff listen attentively during a session of the professional development program.



# CENTRAL ALABAMA COMMUNITY COLLEGE

## AWARENESS SEMINAR FOR WOMEN

The Childersburg Campus of Central Alabama Community College hosted a professional awareness seminar for "ladies only" on April 29. One of the key presenters, Mrs. Ann Smith, State Gender Equity Coordinator, addressed professional progress of today's female. Issues studied included: child care and health care in relation to today's working woman; the need for more direct involvement, by women, in politics at the state, county, and local levels; teenage pregnancy and its impact on infant mortality; single parent homes; and tuition options for women.

Approximately 100 women attended the seminar. Many faculty and staff members of CACC were able to participate in this professional development seminar for the working woman.

## BOOK ON BYRON CAUSEY PUBLISHED

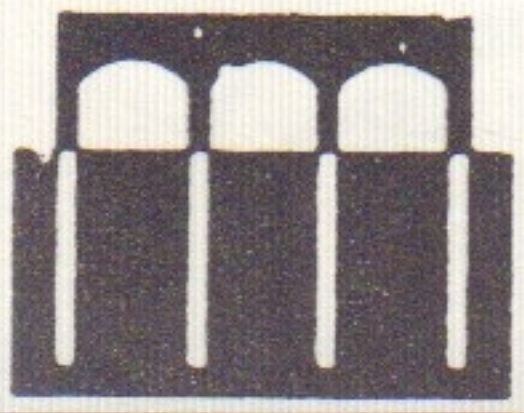
Edith Blankenship, an English instructor at Central Alabama Community College since 1965, has written a history of the college and its founding president, Byron Causey. Entitled "Byron Causey: Father of a College," this book recounts the story of Alexander City Junior College from its founding to its merger with Nunnelle State Technical College in 1988. The book also recounts some of the history of the Alabama Junior and Community College Association which President Causey served as president in 1976-77. In addition, it contains many anecdotes about President Causey told to Mrs. Blankenship by other present and former employees of the college. It also features a number of photographs collected from college archives and the private collection of Mrs. Causey. Profits from the sale of this book will be donated to the college foundation. Copies of the book may be purchased by writing to Edith C. Blankenship, Central Alabama Community College, P.O. Box 699, Alexander City, AL 35010 or calling (205) 234-6346.



# ALABAMA AVIATION & TECHNICAL COLLEGE

Dr. Shirley H. Woodie, President, Alabama Aviation and Technical College, has been selected as the "1990-91 Manager of the Year" by the Alabama Power Company Southeast Division Chapter of the National Management Association. Each year the chapter recognizes an outstanding local manager "whose leadership, integrity, and management skills have profoundly, visibly and favorably influenced the outstanding performance of a key element of American business, industry, governmental or non-profit activity such as to set the person apart among contemporaries." The award was presented by Tommy Lavender, District Superintendent, Alabama Power Company.





## RETURNING ADULT LEARNERS: A MESSAGE WE NEED TO HEAR

ESJC - "Forty-four percent of today's college population is over the age of 25," Dr. Carol Aslanian told a gathering of Enterprise State Junior College faculty, staff and administrators during her visit to the college this year. Dr. Aslanian, a leader in adult education, is the director of the office of adult learning services at the College Board in New York and has been a longtime advocate of life-long learning.

In introducing Dr. Aslanian, Tommy Johnson, Dean of Students, shared his belief that the junior colleges exist to serve everyone in their communities. "With the average age of college students still rising and an increase in the number of high school dropouts, we as educators need to learn all we can about how to get our information in the hands of those who need it. That is, our 'returning' student population."

"Carol Aslanian is probably the foremost expert in the field of adult learning in the United States," Johnson added, "especially in the area of marketing college programs to reach adult learners. Her message is one that needs to be heard by everyone in postsecondary education."

"The 'adult learner boom' is anything but over," Aslanian stressed. "The traditional student is no longer the norm on most college campuses." She cited several contributing factors including the fact that one-half of high school students do not go directly to college



after graduation, some start college but never finish and that others are finding it necessary to return to college to update their degrees and skills in order to compete in an ever-increasing job market.

According to Dr. Aslanian, "Societal changes play a major role in 'persuading' adults to go back to school. Among these are: rapid social change - racial, economic, familial and workplace transitions, the evolution of a global economy and world class manufacturing, and the creation of new types of jobs." She estimated that in the next few years 80% of service industry jobs will require some type of skills update or expansion of current abilities in order to maintain required standards.

She added, "We are beginning to feel the effects of an aging workforce - that is, the workforce is growing slower and people are postponing retirement. Other changes we see among new entrants into the job market are that two-thirds of these are women and about 29% of them are non-white."

"The cry for the next decade therefore will be 'human capital development,'" Aslanian continued. "There is going to be an increasing need for retraining and reshaping of current employees and the development of programs to equip newcomers."

Addressing the role of the community college in this evolutionary process, she explained, "The very act of educating people produces persons more likely to continue learning and schools must consider this in their program planning." Aslanian added, "Studies show that 83% of learning takes place as a result of a need to cope with life changes. People usually don't return to school unless a life change propels them toward learning. Life changes most often lead to social changes that call for adaptation. Learning is often the avenue of adaptation."

In closing Aslanian urged that colleges actively seek to make learning opportunities geographically, logistically, psychologically, culturally, and financially possible for the growing population of returning adult learners.



## FREDD STATE TECHNICAL COLLEGE

### IN-SERVICES FOCUS ON FACULTY EFFECTIVENESS

"Improving Faculty Effectiveness" was the theme for the Fredd State Technical College in-service program on March 5-7, 1991. The program was designed to help faculty members prepare students for the changes that are taking place in the workplace. Consultants speaking at the three-day program were Mr. James Hughes, Communication Center Coordinator at Stillman College; Dr. Joe Laster, Coordinator of Professional Development from the State Department of Education; Mr. Claude Hutcherson, Assistant Director of Admission Services from the University of Alabama; and Mr. Dennis Endicott from the Alabama Retirement System. Mr. Hughes introduced the group to computerized programs that will serve as media materials in computer assisted instructions, basic reading, and study programs. Dr. Laster discussed faculty strategies for teacher assessment and professional development. He presented the prerequisites for professionalism and stressed the importance of student/teacher interaction. Mr. Hutcherson discussed various ways to recruit by marketing the nontraditional college student and by getting an early awareness of the possible prospects for Fredd State. Mr. Dennis Endicott provided an informative update on the Retirement System of Alabama.

As a part of the inservice, faculty and staff members were assigned to task forces to discuss ways and means to better assist students in developing math, science, and language arts skills. Responding to the changing needs of business and industry, faculty members were asked to prepare students with problem solving, decision making, and critical thinking skills as a part of their educational development. "These skills will increase the employability of students and enhance their productivity in today's competitive workplace," said Evelyn Smith, Faculty Development Coordinator.

### FREDD STATE INSTRUCTOR ATTENDS ADVANCED QUALITY PRINTING WORKSHOP

John L. Freed, Graphic and Printing Communications instructor, Fredd State Technical College, attended a three-day workshop on Advanced Quality Printing. The workshop was conducted by Multigraphics Technology Center in Montgomery, Alabama on May 13-15, 1991. The "hands-on" workshop was designed to help professional printers and instructors refine and develop techniques to satisfy the increasing demand for higher quality printing and productivity. Program highlights included:

- \* Simplifying the Printing Process
- \* Press Operation Techniques
- \* Quality Offset Printing Ingredients



- \* Tips for Two Colors in One Pass
- \* Densitometers
- \* Stripping
- \* Hands-On Workshop Project

"The knowledge gained from the workshop will ensure that our graphic and Printing Communications students are exposed to the latest technical applications and procedures in this broad field of study," said Freed. Freed has been employed as an instructor at Fredd State since 1980. The Birmingham native is a graduate of Alabama A & M University. The workshop was funded by the college's Title III Faculty Development Program.



# GADSEN STATE COMMUNITY COLLEGE

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## GADSEN STATE CAREER COUNSELOR CHOSEN FOR LEADERSHIP PROGRAM

Deborah Beverly, Gadsen State Community College Counselor, has been chosen to participate in the "National Institute for Leadership Development Program" for two-year college women administrators and faculty. As part of the year-long program, Ms. Beverly will attend a special workshop in Hartford, Conn., designed to enhance skills leaders need to assume major decision-making roles in two-year institutions. The workshop includes instruction and practice in supervisory and human relations skills, planning and budgeting, organizational transformation and discussions with national experts

on issues confronting higher education during the next decade.

Ms. Beverly's mentor will be Sue Rudd, Gadsen State's director of Lifelong Learning, who will oversee Ms. Beverly's work on projects that will aid the institution and foster individual professional growth. Leaders were chosen for their talents, interests in advancement in higher education and the quality of their proposed projects. The NILD is sponsored by the American Association of Women in Colleges and Junior Colleges, League for Innovation, Rio Salado Community College, Maricopa Community Colleges in Phoenix.

## DISSERTATION PRESENTED AT PHI DELTA KAPPA DINER

Dr. Barbara Boyd, new faculty member at Gadsen State Community College, presented her doctoral dissertation to members of Phi Delta Kappa and guests at a Feb. 12 dinner meeting in the Gadsen State Cafeteria. Her dissertation is the first to be nominated for national competition by the local four-county chapter of Phi Delta Kappa, a sorority for educators.

Her dissertation topic, "Effects of Postsecondary Developmental Reading Program on Selected College Freshmen," answered a number of questions, she said, from the broader questions about why reading programs are necessary at the college level to whether regular reading practice can produce reading skills improvement.

Her study was conducted with a control group who had no special reading assistance and the experimental group which was given daily, timed reading practice for eight weeks.

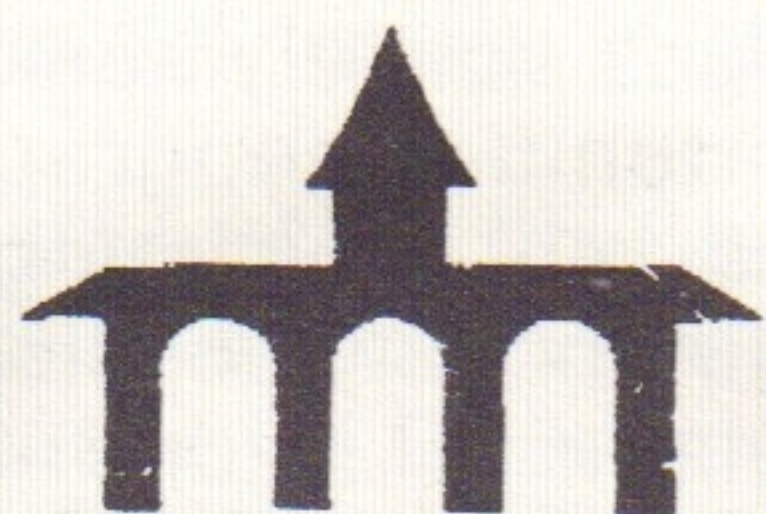
With the daily timed readings of one minute, her students demonstrated greater improvement than the control group in reading rate, comprehension and vocabulary. Greatest improvements were shown in reading rates.

Her research strongly demonstrated "anything can be improved through practice and positive reinforcement," she said. Or, she added, "You can do anything you think you can."

## BOYD SPEAKS AT PHI DELTA KAPPA



Dr. Boyd questioned, "Should students be denied entrance to college because they lack skills they had no opportunity to learn?" She said she thought her research can be useful in helping the at-risk youth and adults—those who have been poor choosers, foreign students, the handicapped and ignored students. "They can all be taught," she said.



## JEFFERSON DAVIS COLLEGE

### SITE VISITORS CHOSEN

Norma Hammac, director of nursing, and Maureen Morgan, nursing instructor at Jefferson Davis College, have been chosen as site visitors/program evaluators for the National League for Nursing.

The appointment will be for four years, 1991-1995, during which time they will be expected to make at least three visits to colleges in the country seeking accreditation for their nursing programs.

Hammac will be visiting Germanna Community College in Locust Grove, Virginia, March 12-14 and Morgan will be visiting Tulsa Community College in Tulsa, Oklahoma, April 9-11.

### BELLSOUTH WORKSHOP

A two-day workshop at Jefferson Davis College by South Central Bell through the BellSouth Management Institute in Birmingham.

The workshop focuses on concepts and theories involving teamwork and communication which included outdoor exercises that actually put these theories into operation.

This marked the first time that BellSouth has presented this workshop to a postsecondary institution. They have been very successful working with K-12 personnel throughout the state.

"This workshop provided us with an excellent opportunity to perfect our teamwork and leadership skills," says Dr. Sandra McLeod, JDC president. "Participating in this pilot project was a wonderful experience for our administrative staff."

*Jefferson State*  
COMMUNITY COLLEGE

## TRAINING THE TRAINERS

It was time to turn the tables as numerous seminar leaders and teachers attended a day long seminar held recently on campus at Jefferson State Community College. The Train-the-Trainer: Teaching and Training Adults program was sponsored by Jefferson State's Business and Professional Institute Center for Professional Development and conducted by Patricia Lloyd, director for Job Placement at JSCC.

The seminar focused on various teaching techniques such as:

- 10 principles of adult learning
- 10 deadly platform skills that kill a presentation
- 3 ways to build motivation
- innovative group involvement strategies
- how to use handouts effectively

Participants who attended received a training manual with lists and charts to be used as an additional learning tool after the seminar.

Thirty-four teachers and trainers from around the area attended the seminar.

## JEFFERSON STATE EMPLOYEES STRESS REDUCTION WORKSHOP

A Stress Reduction workshop for faculty and staff was held May 7 on the campus at Jefferson State Community College.

The event was held at the outdoor track in conjunction with National Physical Education and Sport Month.

Altogether, there were twenty-three participants, including President Judy Merritt, in the Fitness Walk/Run. Coach Tom Henderson, chair for the Division of Health, Physical Education, and Recreation said that he was pleased with the attendance and he congratulated all those who joined in on the fun.





## SHOALS COMMUNITY COLLEGE PROFESSIONAL DEVELOPMENT

The campus at Shoals Community College becomes a focal point for professional development activities each spring as well as other designated times during the school year. These activities are planned and implemented by a committee for faculty and staff development. The uniqueness of the entire process is that the committee that plans and implements professional development activities is composed of faculty and staff members who developed SCC's faculty evaluation system. The system of evaluation is designed to identify the professional development needs of faculty.

The many activities that are planned during professional development often result from suggestions made by faculty and staff, who base some of their suggestions on evaluation results. The administration also suggests activities that are based on evaluations of faculty and staff.

These suggestions are sent to the Faculty/Staff Development Committee who begins to plan the year's professional development activities. Once the needs have been identified, then the search for resources begins first among the faculty and staff at SCC. Experts from outside the college are also brought in to conduct seminars and inservice programs along with the faculty and staff of SCC.

Each division at Shoals Community College becomes involved in the professional development activities; it becomes a cooperative effort on the part of the College family.

"Innovation in the Community College" is among one of the most exciting topics that has been addressed at SCC in a professional development seminar. Dr. Terry O'Banion, Executive Director of the League for Innovation in the

Community College, was the keynote speaker at the College's fall session. A panel consisting of members of SCC faculty and staff presented to an audience of colleagues innovative strategies implemented at SCC which are enhancing its effectiveness. Following each presentation was "feedback" from Dr. O'Banion. His "impromptu" feedback method kept the audience as involved as the panel. The technique was most effective. It proved to be informative and motivational.

The professional development activities have been many and have addressed a variety of subjects. Programs have been conducted on such topics as computer usage, computer software, credentialing, drug awareness, ecology, motivation, care of physical plant and grounds, personal health, and more. The activities are scheduled in a general session format as well as the break out session format.

Time has also been scheduled for such activities as professional reading, library visitation and visits to business, industry, and schools in the service area.

The Faculty/Staff Development Committee also schedules occasions during professional development for the entire college family to come together to continue to develop friendly relations. This assemblage has been early morning chit-chat over refreshments, cook-outs, breakfast, and other activities that continue to develop camaraderie among SCC's faculty, staff, and administration.

Professional development is a continuous process that is evaluated by the participants at SCC. The Committee uses these evaluations to improve the planning, organizing, and implementing of the entire process.

## SHELTON STATE COMMUNITY COLLEGE

### SHELTON STATE SCHEDULES PROFESSIONAL DEVELOPMENT ACTIVITIES

Twenty-three faculty members from Shelton State attended state, regional, and national professional conferences and workshops this year through Title III funds. Two on-campus workshops were also provided for all faculty and staff. The first workshop, which dealt with the implications of the new Carl Perkins legislation on secondary and postsecondary education, was conducted by Ron McCage on May 24. The second workshop will be held September 5-6 and will address the importance of faculty planning and involvement in the design of a new college campus.

The third type of professional development activity undertaken by the college this year through Title III funds enabled six faculty members to develop nine new courses during the year (curricular projects). Another seven faculty members received approximately \$2,200 to design five new units for existing courses.

Some of the professional conferences attended this year included a leadership seminar in Birmingham, a computer training session in Birmingham, the Alabama Association of Developmental Education in Montgomery, the Alabama Reading Association and the Alabama Association of Counselors.

Faculty traveled to several out-of-state conferences including: the American Library Association; American Math Association for Two Year Colleges; the National Council of Marketing and Public Relations, Conference on Wellness and the Community College; Congress of Esthetics; NISOD Computers; NISOD Teaching Excellence Conference.

Selection for these projects was based on individual faculty members' requests to the Title III faculty Development Committee. This committee was composed of Title III personnel, administrators, and faculty members from the college. Requests judged most worthy by the committee were awarded support.



## NorthWest Alabama Community College

### NWCC INSTRUCTOR SELECTED FOR SECOND WORKSHOP



Dr. Mike Murphy, Northwest Community College's chemistry instructor, has recently received word that he has been selected as a participant in a National Science Foundation supported workshop for college chemistry teachers. This makes two such honors for Murphy. Murphy, along with 32 others selected nationwide, will attend a week-long workshop at Mt. Holyoke College in South Hadley, Mass. to learn more about teaching his students the most modern microscale organic laboratory techniques. "I'm delighted to have been selected for this workshop," said Murphy in a recent interview, "since it will deal with modern techniques that were not even invented when I was in school. And with advancements in science happening every day, a dedicated teacher has to return to the classroom from time to time to avoid becoming stale and outdated. This is one of the best ways for a rural chemist such as myself to keep current. Participating in this workshop will give me some fresh ideas that I can use next fall to give the students of Northwest the first-rate instruction they've come to expect from all of the Northwest faculty."

Murphy was selected in April to serve as an affiliate instructor in the 1991 Institute of Chemical Education workshop, to be held this summer at the University of Wisconsin.





# SPARKS STATE TECHNICAL COLLEGE

Dr. Linda C. Young, President of Sparks State Technical College, was among three outstanding alumni recently recognized by Troy State University at Dothan (TSUD). Dr. Young completed her master's degree in Foundations of Education at TSUD in 1972, and she is the first TSUD graduate to hold a position as a college president.

As part of its Title III student retention program, Sparks State Technical College recently presented an in-service workshop on "Understanding the Culturally Different." Dr. Paul L. Beasley, Director of TRIO programs at the University of South Carolina, presented the workshop.



Ms. Jeanette P. Griffith, Director of Research, Evaluation, and Planning at Columbus Technical Institute in Columbus, Georgia, recently presented an Institutional Effectiveness workshop at Sparks State Technical College in Eufaula. Seated are Dr. Linda C. Young, Sparks Tech President (L), and Ms. Griffith (R). Standing is Ms. Deborah Abercrombie, Accounting instructor and Chair of Sparks' Institutional Effectiveness Committee.



## TECHNICAL COLLEGE



Dr. Terry O'Banion, Executive Director of the League for Innovation in the Community College, headlined the September session of professional development at Walker State Technical College.

Dr. O'Banion lectured on the growing role of the community college and detailed the appropriate role and mission of today's community college. Dr. O'Banion's informative visit allowed the Walker State faculty, staff, and administration to gain additional insight into the growing need for quality and accessible education.

In addition to Dr. O'Banion's lecture, an information-packed panel discussion created a quality question-and-answer session for faculty and staff members.

"We were extremely pleased to have Dr. O'Banion on our campus for professional development purposes," said Walker State President, Dr. Harold Wade. "Dr. O'Banion has the in-depth, working knowledge of the community college that our faculty and staff needed to hear. His visit to Walker State was extremely beneficial to our faculty, staff, and administration."

During its January session of professional development, Walker State Technical College welcomed the expertise of Delinda Cannon. Ms. Cannon, who visited from Midlands Technical College in Columbia, South Carolina, met with the college's administrators, division chairs, and faculty members to discuss areas of institutional effectiveness. Her visit included an external evaluation of Walker State's institutional effectiveness operations.

Danny Arnold, who serves as the Director of Institutional Management at Walker State, said Ms. Cannon provided invaluable information in the areas of institutional effectiveness, exit examinations, and instructor evaluations.

Ms. Cannon was able to provide insight in the areas of measuring institutional effectiveness.



## WALLACE COLLEGE DOTHAN

### MULLINS NAMED TO 'WALL STREET JOURNAL' PANEL



John Lewis Mullins of Dothan, instructor at Wallace College, has been invited to become a 'Wall Street Journal' panelist. In the next year, he will participate in several surveys on attitudes, opinions, activities and products.

As an instructor of related studies at Wallace College, Mr. Mullins teaches math and communications skills to technical students. He also teaches some technical division business courses, including accounting and income tax.

### DR. MIXSON RECEIVES DISTINGUISHED LEADERSHIP AWARD

Dr. Imogene Mixson received the 1991 Distinguished Leadership Award for Two-Year Colleges at a joint meeting of the Alabama Association of College Administrators and the Alabama Association of Women Deans, Administrators and Counselors.

She was chosen on the basis of her achievements and service to Wallace College and to higher education in Alabama in the past year.



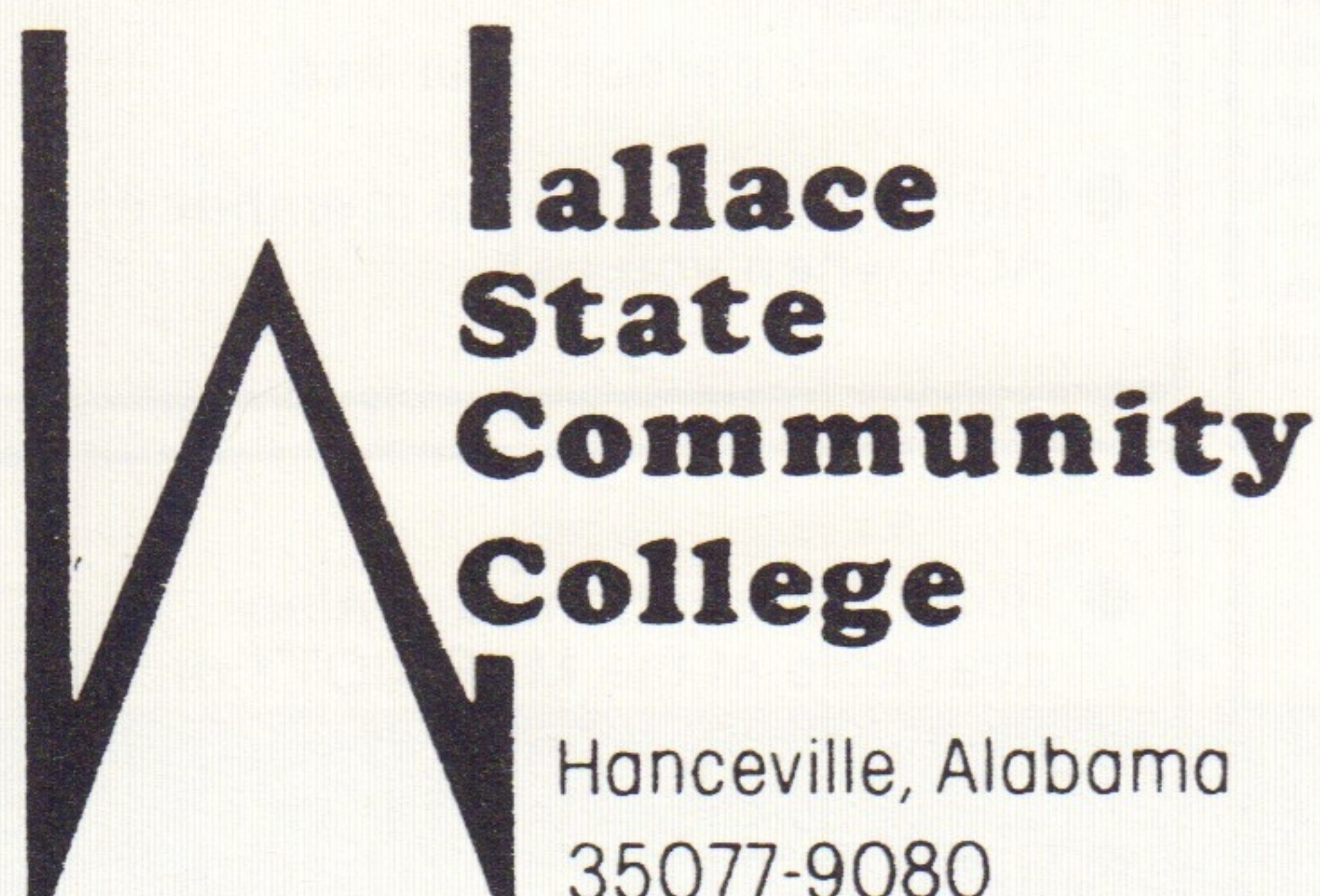
## WCCS INSTRUCTOR VISITS JERUSALEM



Sheila Guidry, nursing instructor at Wallace Community College Selma, recently visited Jerusalem as a part of her dissertation for a doctorate in nursing degree.

Ms. Guidry enjoyed her native country while doing a study on faculty job satisfaction in the nursing schools and universities as one factor affecting the advancement of nursing in Israel.

"I wanted to do something interesting," she said. "As long as I was putting in a lot of hard work, I wanted it to be interesting not only to me but to others as well. I wanted to help Israeli nursing at the same time."



## COSMETOLOGY DEPARTMENT RECEIVES "NEW IMAGE"

The Wallace State College Cosmetology Department will soon be able to bridge the communication gap between stylist and client by being the first college in Alabama to introduce computer imaging into the classroom.

According to Judy Mabry, Cosmetology instructor at Wallace State-Hanceville, the New Image Salon System will be installed in the cosmetology department as soon as Spring Quarter. The New Image Salon System is a computerized system utilizing a camera and interactive video display allowing hair stylists to visually communicate with clients.

Taking a "before" picture of the client, the stylist then chooses from among hundreds of hairstyle possibilities stored in the system's memory. The computer super

imposes the chosen style over the client's head on the video screen. Clients will not only have the opportunity to actually see themselves with a different hairstyle but also a different hair color, a cosmetic makeover and the client can even preview plastic surgery results. In addition the computer can be used to add jewelry, do a complete color analysis and a wardrobe color palette. The results of the computerized makeover are then printed out for the client to keep.

Mrs. Mabry sees this as a tremendous learning opportunity for her students. "By having this piece of equipment the students can learn about facial structure as well as designing and customizing cut," she said.

## RETENTION EFFORT UNDERWAY "STUDENT SUCCESS IS JOB ONE"

Wallace State College is committed to progressive instruction and rates an A+ for its attention given to student attendance, according to Dr. Lee Noel, President of Noel/Levitz Centers, Inc., a nationally known consulting firm.

The remarks came during an address given by Dr. Noel to approximately 125 Wallace State faculty, administration and support personnel March 26, in the Tom Bevill Health Education Building. The group also included 17 visitors representing 13 different colleges across the state.

Dr. Noel spoke to the educators on the demands and opportunities in a changing academic marketplace. Following the idea that a student's success is everybody's job, the consultant pointed out many satisfaction factors linked to student retention and spoke highly of Wallace State College's success, calling the college "solid and substantive." He went on to say that it is not surprising that WSC enrollment continues to rise.

Noel/Levitz is a firm providing comprehensive college management services dealing with student retention, institutional effectiveness, staff development and organizational development. Dr. Lee Noel has consulted with more than 450 colleges and universities and together with Randi Levitz is the co-author of 'Increasing Student Retention; Effective Programs and Practices for Reducing the Dropout Rate.'

According to the nationally known consultant, a concern for individual students, the attitude of non-teaching staff and overall registration satisfaction determines if a student will continue to be a satisfied returning student.

## FREEMAN ATTENDS GSU WORKSHOP

Nell Freeman, head of the Chemistry Department at Wallace State-Hanceville, continues to keep informed of important advances being made in the scientific community. Recently, Freeman was chosen to attend an undergraduate faculty enhancement program in chemistry sponsored by Georgia State University and Georgia Institute of Technology. The program provided workshops and minicourses that were designed to acquaint undergraduate faculty with recently developed experimental techniques, instrumentation and theoretical developments in chemistry. Freeman was chosen by an advisory committee consisting of faculty and administration from Georgia State University, Georgia Institute of Technology and five other Georgia post-secondary institutions.

The one-week workshops, held at the GSU campus, involved classroom lectures and class work. Freeman attended a chromatography workshop that dealt with both the theory and practice of chromatography and applications by means of modern instrumentation and techniques. Highlighted at the workshop were ways of diagnosing and solving chemical and hardware programs that occur in everyday operation of chromatographic systems. In addition, Freeman attended a reunion symposia which included roundtable discussions and presentations.



# ACA CONVENTION HOTEL INFORMATION

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## The Wynfrey Hotel at Riverchase Galleria

### LOCATION

The Wynfrey Hotel at Riverchase Galleria is eight miles south of Birmingham on U.S. 31 at the Interstate 459 interchange, with easy access from Interstate Highways 65 and 20. The Birmingham Municipal Airport is only 20 minutes away.

Riverchase Galleria is a mixed use development which includes a 17-story, 250,000-square-foot office tower, a 1.75 million square foot regional shopping mall with major retailers McRae's, Parisian, Rich's, Macy's, JC Penney, additional department stores and 200 specialty shops, as well as the 329-room luxury hotels.

### FOOD AND BEVERAGE SERVICES

Winston's-The 110-seat fine dining restaurant will serve superbly-prepared classical cuisine. An adjacent lounge makes a quiet spot for drinks before or after the meal.

Chicory Grille-Our 176-seat cafe is the perfect choice for light, delicious fare all day.

Ivory's-Relax and enjoy a drink and piano music in the lounge with friends and business guests. We've designed a stylish and comfortable "living room" atmosphere to make you feel at home.

Overtures-The glitter and glamour of the city's most elegant nightspot is ours ... and yours, for dancing on the polished stainless steel floor and romance in the glow of filtered neon lighting.

Room Service-A full menu is available through room service.

Banquets and Catering-A separate kitchen on the meeting space floor serves catered functions, from coffee breaks and small luncheons to large, elegant banquets and cocktail parties.

### GUEST SERVICES

An exceptionally high level of service and helpful, considerate employees are the standard at Wynfrey Hotels. Particular features include in-room movies, valet parking, airport limousine service, swimming pool, health club and hotel gift shop. Wynfrey concierge floors also have full-time attendants, furnished bathrobes, complimentary hors d'oeuvres and continental breakfast.

1000 Riverchase Galleria  
Birmingham, Alabama 35244  
(800) 522-5282

## 1991 ACA CONFERENCE BIRMINGHAM

- Hotel reservations at the WYNFREY may be made by calling 1-800-522-5282
- Rates at the Wynfrey: \$69 Double occupancy  
\$15 Each person over two
- Identify yourself as a member of ACA when you call

- Hotel reservations are also available at the MARRIOTT on the Montgomery Highway.
- Rates at the MARRIOTT:  
\$59 one to four persons  
\$10 each person over four.
- Make reservations at the Marriott by calling: 1-800-321-2211.
- Identify yourself as a member of ACA when you call.

## REGISTER NOW

### ACA REGISTRATION FORM

#### ALABAMA COLLEGE ASSOCIATION ANNUAL CONVENTION NOVEMBER 25-26, 1991 REGISTRATION FORM

PLEASE TYPE OR PRINT:

NAME: \_\_\_\_\_

INSTITUTION: \_\_\_\_\_

POSITION: \_\_\_\_\_

DISCIPLINE: \_\_\_\_\_

COMMISSION MEETING TO ATTEND: \_\_\_\_\_

INTEREST GROUP YOU PLAN TO ATTEND: \_\_\_\_\_

\$35.00 REGISTRATION FEE

REGISTRATION MUST BE RECEIVED BY: NOVEMBER 15th

MAIL TO: Ms. Betty Marks  
ACA Registration  
Athens College  
Athens, Alabama 35611

REGISTRATION PACKETS SHOULD BE PICKED UP AT THE REGISTRATION DESK IN THE WYNFREY. ON-SITE REGISTRATION WILL BE AVAILABLE ON MONDAY, NOVEMBER 25th FROM 10:00 a.m. until 5:00 p.m., TUESDAY, NOVEMBER 26th FROM 8:00 a.m. until 9:00 a.m.

The first 300 people to make reservations will receive a coupon book from the Wynfrey Hotel redeemable for great savings throughout the Galleria.

*Alabama College Association*

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